

# *21<sup>st</sup> Century Principal Interactive Developmental Assessment*

Professional Development Services

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## **Program Overview**

Successful schools require leaders who are able to perform at optimum levels, and who have the skills to meet present and future complex challenges. The need to develop leadership talent is critical. Many school districts face a severe shortage of educational leaders caused by district growth, retirement, and high demand.

With more than 20 years experience with assessment and development of prospective principals, the National Association of Secondary School Principals has the expertise to assist with the development of high potential administrators.

*21st Century Interactive Developmental Assessment* is a contemporary assessment tool that can help develop the skills and performance capacity of current and aspiring school leaders. It is designed to measure leadership potential by diagnosing an individual participant's behavioral strengths and development needs.

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## **Program Components**

- During the Assessment, assessees participate in a series of authentic, interrelated simulations that approximate the work of a school principal. Assessee's performance during the simulations is recorded on a computer and video. Trained assessors work with assessees to review their performance and analyze their behavior as it relates to skill demonstration in each of the skill dimensions examined.
  - Following the analysis of assessee's behavior, assessors meet in teams to integrate data, reach consensus, and construct an assessment report on each participant's strengths and improvement needs in specific skills associated with effective school leadership.
  - Videotape and computer software facilitate data collection, behavior analysis, and assessment report writing.
  - The center director delivers each assessee a performance report following the center. This report includes suggestions for professional growth and a Development Guide to assist the assessee in planning an individualized professional growth plan.
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## **Anticipated Program Outcomes**

*21st Century Interactive Developmental Assessment:*

1. Engages current and prospective school leaders in a one-half day of assessment activities to determine the presence and strength of leadership skills that contribute to effective leadership. The activities generate a diagnostic assessment report that can be used in conjunction with other information in planning individualized professional development.

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## Anticipated Program Outcomes (cont.)

2. Provides each participant with accurate information about his/her leadership strengths and improvement needs that can be used to assist in planning career goals and personal and professional self-development activities.
3. Provides assessees with an objective assessment of strengths and improvement needs in skills identified as critical for success in the principalship. These include the skills to:
  - be an effective instructional leader (*Setting Instructional Direction, Teamwork, Sensitivity, Developing Others*)
  - resolve complex problems (*Judgment, Results Orientation, Organizational Ability*)
  - communicate effectively (*Oral Communication, Written Communication*)
4. Provides data for planning professional development of school leaders in a district, region, or state.
5. Is anchored in job-related simulations (In-basket activity, meeting with an upset parent (or optionally, a teacher having performance problems), and a team meeting and formal oral presentation).
6. Develops the ability of assessors to conduct coaching and feedback sessions and performance appraisals, and create development plans for themselves and others.

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FOR ADDITIONAL INFORMATION, please contact:

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